



(General Data Protection Regulation)

Why ?

The General Regulation about the Protection of Personal Data (RGPD) entered into force on May 25th, 2018. Therefore, each company must comply with the new European Regulation, n ° 2016/679 / EU of April 27th, 2016.

How is Industeel affected by this regulation?

As part of the hiring and execution of the employment contract, we collect, use and process personal data concerning you in connection with personnel management and reporting obligations with the various social organizations and tax services.

In order to manage relationships with external companies, and their staff, whether partners, suppliers or customers, we use and implement information systems hosting personal data necessary for the proper functioning and relationship. between our societies.

In accordance with European Regulation No. 2016/679 / EU of April 27th, 2016, you have the right to access, rectify, port (carry ?) and erase your data, or limit processing. You can also, for legitimate reasons, oppose the processing of data concerning yourself. The exercise of the various rights may be carried out under the conditions and limits provided for by European regulations.

How are the data processed?

We will only process or use your data to the extent that it is necessary to contact you, ensure the processing of your requests, create and manage your user profile, create and manage your access to our services, as well as to ensure the execution of all the processing necessary for the proper functioning of the company.

Only authorized persons and data controllers, as well as persons from their departments have access to your data.

Access to your personal data is strictly limited to the controller and his department requiring their processing and, where applicable, to our subcontractors. The subcontractors in question are subject to an obligation of confidentiality and may only use your data in accordance with our contractual provisions and applicable law.

Apart from the cases stated above, we undertake not to sell, rent, transfer or give access to third parties to your data without your prior consent, unless we are forced to do so for a legitimate reason (legal obligation, fight against fraud or abuse, exercise of defense rights, etc ...)

How long will my data be kept?

Your personal data is kept as long as necessary for the purpose of the processing and will be archived at the end of the employment contract, for the purposes of justification and control, unless:

You exercise your right to delete all data concerning yourself, under the conditions and limits provided for by European regulations;

A longer storage period is authorized or imposed by legal or regulatory provision. In this case, your data is filed on a separate medium and is consulted on an ad hoc basis and motivated by the authorized persons.

During this period, we put in place all appropriate means to ensure the confidentiality and security of your personal data, so as to prevent their damage, erasure or access by unauthorized third parties.



Who do I contact if I have a question ?

The RGPD also recommends that each company appoint a data protection officer : **Eric HOLOGNE** has been appointed to this function of Data Protection Officer (DPO) for the Belgian and French entities of Industeel.

To reach him, you can ask all your questions to one of the following email addresses :

For Belgium : dpo.industeelbelgique@arcelormittal.com

For France : dpo.industeelfrance@arcelormittal.com

If applicable : for any additional information or complaint, you can contact the Data Protection Authority (APD) in Belgium (more information on www.autoriteprotectiondonnees.be) or the National Commission for Computing and Liberties (CNIL) in France (more information on www.cnil.fr).